

**SOUTHEAST REGIONAL COUNCIL MEETING:  
DECEMBER 17, 2004**

**PRESENT:** Anne Mackiewicz, Susan Etzel, Delena Fish, Ira Hatch, Shane Baggs, Bob Maxwell, Judy Bane, Superintendent Ferguson, Sheryl Nisely, Harold Lyman, Peggy Humphries, Norman Johnson, Duane Lyman, Ken Davey, Megan Archiqueque, Norman Johnson, Gary Oliver, Kelly Thornton, Shelly Ivie, Tim Gwyther, Judy Chambley, Lorna O'Berto, Pam Juliano, Bob Gilbert, and Mary Zorn.

**WELCOME:** Tim Gwyther, Chairperson, welcomed the members to the meeting.

**APPROVAL OF MEETING MINUTES:** The members reviewed the minutes as is.

**Motion: To approve previous meeting minutes. Pam Juliano/Gary Oliver. Vote taken all approved, none opposed.**

**WELCOME NEW MEMBERS:**

Tim Gwyther introduced the new members. Shane Baggs from Preci, Mike McCandless Economic Development for Emery CO., Terry Harris Child and Family Services, Bob Maxwell Chamber of Commerce President, Megan Archbeck from Price Holiday Inn (representing Dawn Bentley), Superintendent Farnsworth (representing Kirk Sitterud), and Joel Tate (for Karl Kraync).

**EMPLOYMENT CENTER UPDATES:**

**Blanding:** Stephen Jensen presented a brief addition to Blanding Employment Center Update.

A medical coding seminar was held in Blanding recently. He indicated that about 2 ½ years ago medical coding was looked at as one of the solutions for economic development in rural areas. It was, however, seen as being a premature venture. This seminar was the first rural medical coding seminar held in the United States. Steve was very impressed with this conference and credit was given to Bill Olderog for his part in bringing it all together. During the conference 30 diplomas were presented to the graduating students from Blanding, Ephraim, Moab, Monticello, Piute, Richfield, and Price. Numerous medical coding companies were in attendance and they interviewed the students for potential jobs. Many of the students were hired and there was an indication that there were more to come. Southeastern Utah has been a pioneer in the medical coding industry as well as in the distance-learning median.

Steve thanked the Southeastern Regional Council and Judy Chambley for their support in funding this effort. The Southeastern Regional Council and DWS were recognized at this seminar for staying with the program and seeing it thru.

Moab, Castle Dale and Price had no additional information to report.

### **REGIONAL DIRECTORS REPORT:**

Judy Chambley, thanked the members present for attending the meeting and for having such interest and dedication to the council. She thanked the members for attending the meeting based on the distance they have to travel to be here. She also expressed appreciation for the dedication that the employees of the Southeastern Region has, as it is outstanding.

With the election of a new governor, Governor Elect Huntsman, brings into play the opportunity to replace directors. Raylene Ireland, the current Executive Director for Workforce Service has been a very effective leader for our department and has the capability of relating to the employees and the work they accomplish. Since Raylene Ireland came on board, there has been a great deal of improvement in how we work and what is accomplished by the agency. In support of Raylene Ireland, Judy asked the council to write a letter to Gov. Elect Huntsman in favor of Raylene Ireland to remain the Executive Director of the Department of Workforce Services. Tim Gwyther indicated that he and Deb Dull have already written a letter as the Chairperson and Vice Chairperson endorsing Raylene Ireland and Judy Chambley to remain as directors for DWS. Tim indicated that if the council feels it would be appropriate then the council's support would be added to the letter. The council members agreed that this support was necessary to maintain the integrity that has been created by the council and Judy Chambley as well as Raylene Ireland. A motion was requested by Tim Gwyther for the endorsement of Raylene Ireland and Judy Chambley to remain as directors for the Department of Workforce Services.

**Motion: Ira Hatch /Peggy Humphreys: That the Southeastern Regional Council's endorsement would be added to the endorsement letter prepared by the Chair and Vice Chairpersons in support of retaining Raylene Ireland and Judy Chambley as directors for DWS. Vote taken, all in favor, none opposed.**

### **BLANDING BUSINESS REPORT:**

Regional Council Member Harold Lyman presented the Blanding Business Report. Harold expressed admiration to Steve Jensen and the Blanding Staff for making the step to support the local economic development and going forward with the Medical Coding Education. The initiative that the DWS staff is taking is a great improvement for the county; Harold commended the staff for the great things they are currently doing.

The Blanding Business Committee's main focus is to improve customer service throughout the county and public entities. The goals set in this meeting are being followed carefully and will be reported as they progress. Steve Jensen has devised a list of goals and following up with the local business that is included in the regional council packet.

Steve Jensen highlighted one of the local businesses that recently showed exactly what exceptional customer service is all about. A couple recently stranded with car trouble. Montella Repair heard of the stranded couple that was being helped by the BIA office. Montellas' was called upon, they picked up the car and the couple, ordered a pizza for the family and set them up in a hotel room. Montellas' fixed the car and went to pick up the couple from the hotel. A plaque was presented to Montellas' by the DWS staff for appreciation of the great customer service they provided.

Steve Jensen indicated that there were pictures taken of Montellas' receiving the plaque, which will be sent in for the next DWS Update to represent Eastern Region concerning the outstanding customer service from Montella Repair.

#### **REGIONAL COUNCIL IMPLEMENTATION AND GOAL SETTING PLAN REVIEW FOR 2004-05:**

Tim Gwyther presented the update for Deb Dull. Under Tab 5 in the regional council members packet Tim indicated that the red highlighted areas are the current updates for each of the goals. The members reviewed the updated information and it was indicated that there is still a lot of work to be accomplished. The strength of this council lies with the regional council and is not a goal set by the members. Tim encouraged each of the managers to keep in mind that they do have an active part in strengthening of the council.

Harold Lyman asked where the Employment Center Managers fit into the implementation of the goals. Bob Gilbert indicated that each of the managers is very active in weaving their active parts in the community. Lorna O'Berto suggested adding in Goal #1 under responsibilities that the Employment Center Managers will also attend the economic development functions and be active in the action items. Judy Chambley indicated that this is a requirement of each of the employment center managers performance plans to be part of the economic development, to meet with the employers of their community on a regular basis.

Tim Gwyther indicated that there are a number of goals that have not been updated, but on a whole are making great strides of progress with the goals that have been updated.

**ACTION: Goal #1 will be revised to add under the responsibilities "The Employment Center Managers" to play a more active role as a resource to community by attending economic development functions and be active in the action items.**

#### **UPDATE FROM THE TARGET INDUSTRIES TASK FORCE:**

Sheryl Nisely presented a handout for each member. The concept of the target industries is a two-fold:

\*Targeting "DWS one-on-one **business services** to those companies that provide employment opportunities with clear entry points, and career ladders that lead to family-sustaining wages.

\*Utilizing DWS training services to meet the workforce demands of those target industries.

- ✓ The Southeast Region has combined training dollars of \$766,400 to service the underemployed in our communities.
- ✓ These training dollars are funded from the Workforce Investment Act, Temporary Assistance to Needy Families, and Trade Act Adjustment Act.

The State of Utah has identified three major industries:

\*Health

\*Finance

\*Construction

It is the task of local employment centers and Regional Councils to determine the specific needs of their local businesses in the targeted industries. Regions can also develop other targeted industries, as appropriate.

The task force is following a 4-Step process:

- Identify Target Industries: At a state level, this step has been accomplished using the expertise of our economists and Workforce Information Department. These efforts are focused on growth industries that provide livable wages and career ladders. Because of local labor market conditions, regions are encouraged to develop other specific targeted industries as appropriate. Identify what are the target industries for southeast region, develop solutions and identify gaps for supply of job seekers. The task for the Employment Centers is to build that workforce. The two main industries for Eastern Region are Health Care. The counties have all reported the lack of health care employees. Next is energy production and natural resource production, i.e., coal mining, copper, gas, etc., which is prevalent in our region. One concern is that these jobs seem to be typical of short-term type of boom that we are going thru. The economic developers have talked about the investments that these companies that are starting up projects are making and that they are looking at very long term. They will be hiring long-term employees. The employment centers need to find out what are the employers needs, what are the needs of the employees, if there is a lack of training what education do we need to get on board. We are lacking representation on the council in one particular area and that is the Navajo Nation. The Native American Chapter houses will be contacted.

The task force developed a collection of names with expertise, potential members for our regional council, i.e. ADHOC members for task force meetings to get their advice and help give facts about what is going on in industries and who can help by identifying the gaps. Members are already contacting employers and asking about their needs and concerns. Members are participating in groups that are developing relationships and needs.

- ❑ Mobilize Business – This step includes identifying industry leaders and decision makers, conducting industry forums or roundtables, and validating and prioritizing workforce challenges. Regional councils and research analysts will play a critical role in this process. Key businesses and industries should be represented on councils and efforts to fill vacancies should be driven by this need. This process is focused on determining the gaps and challenges to filling the industry pipelines with qualified workers. It is time for Eastern Region to present to the DWS State Office the feeling of natural resource production and have them create career ladder materials that will help our employment councilors guide their customers toward the various jobs for energy and natural resource production. Sheryl Nisely suggested that we invite DWS State office to the next task force meeting and allow them to answer questions generated as a group about what resources that are available.
- 2. Develop Solutions – After businesses are approached to determine need, coordination with other partners in the workforce system will be necessary to fill the identified gaps. Education and training partners are critical in this step. A solution may include leveraging existing resources, or developing a new capacity. Eastern Region needs to sit down and have face-to-face meetings with industry leaders. Delena Fish and Susan Sitterud from the Emery County Employment Center have met with the coal industry and have identified education lacking to hire employees. Sheryl Nisely has met with Allen Memorial Hospital to find out their needs.
- ❑ Build & Supply Workforce – This step incorporates services DWS provides as well as maximizing partnerships with education and training providers. In effect, this is where Eastern Region can start filling the pipeline with qualified workers. In Grand Co. we are in the process of building a new hospital. There is going to be a need for nurses, Med Tech, etc., and San Juan is also planning stages for a hospital. Suggestion at putting a group together to look at the needs of the health care industry.

#### Ideas to Consider:

- What are the important characteristics of our region, including business and industries, as well as its people and culture?
- What kind of future is our region anticipating in respect to economic conditions?
- Who are the formal and informal partners of our regional workforce development system? Who is not a part, but should be?
- In which industries does our regional council lack decision makers and industry “champions”?
- What additional capabilities does our region need in order to achieve desired outcomes?
- What are the bottom-line issues for critical partners, and how do they affect capacity to meet regional workforce demands?
- How can the region develop the capacity to respond with services that are aligned with market conditions?

- How does information about DWS and Regional Council activities flow back into the community and to the critical partners?
- How can supply and demand functions coordinate more effectively?

It was indicated that by meeting with the employers DWS will be given a new perspective on what and how they operate their businesses, i.e., coal for instance shows the need for man power has decreased but that the need for expertise has increased in using technology.

One thing the committee identified is the shortage of nursing programs and Bob Gilbert suggested having a Grand and San Juan County task force to look at the nursing shortage, etc., along with community representation. Tim indicated that a task force for this committee would be appropriate. Tim Gwyther agreed to put together a task force for looking at nursing programs and he indicated that Don Larson would be a great chair for this project. However, a proposal is currently being looked at the state level to use DWS to meet the needs of the nursing community and hopefully be accepted to expand the health care instruction at the CEU San Juan. Recommendations have been made to have individuals commit to staying in a local area for 2-4 years, but there is no guarantee that this will happen. One concern is getting the nursing students thru the school but also retaining them. One problem is that the pay is a lot more in the urban areas vs the rural. It is a very competitive market and the educated youth are not staying in our communities.

Tim asked the committee and DWS to help support the different needs throughout the region. Judy Chambley indicated that in the Uintah Basin there are several resources from the community that do participate such as the state senator, the HR director of the hospital and care centers, DWS, etc., and together that group has put together such a driving force to have Weber State expanded. Those areas have been doubled and this is a great force to address the issue and come together as a community. One problem is that there is an overlap because individuals in Grand Co will have to travel to either San Juan or Carbon to get their education for the health care industry.

Tim asked the members to review the current target industries focus and come back to the next meeting with information to support a task force. The Suggestion was made to utilize nonmembers who are involved in the health care industry to get the ball rolling.

### **COAL INDUSTRY MEETING:**

Delena Fish and Susan Sitterud recently met with Sam Quigley the General Manager of Andalex. Mr. Quigley expressed the different skill sets for current and future employees going into the mines. He did stress a college degree was not necessary but special education is required. It was suggested that at the ATC there could be a two-semester course that would be beneficial for both the student and mines to get individual experienced. This would benefit and provide classes into two semesters. The coal companies would support 50 slots and the trained employees would be accepted into employment.

**ACTION: The DWS State Office will be asked to come to the next regional council meeting to discuss the options for career ladder project focused on health care and how to recruit applicants and keep them in the respective areas.**

**UPDATE OF THE WIA YOUTH COUNCIL AND YOUTH INCENTIVE PLAN:**

Gary Oliver gave a quick update. Gary and Bob Gilbert have been attending local LIC meetings and asked that the LIC act as the local youth council for each county. Gary briefed the members on the first youth council meeting this morning. A task force was formed geared toward suicide prevention meeting and training is a need in the region. The youth council also discussed youth incentive plans. This plan would provide assistance in achieving desired outcomes from the youth served and can be used as a motivational tool to achieve these outcomes and become successful. The youth council will be looking at those youth that are at risk in specific areas for a pat on the back or guidance that is not there.

Gary asked the council members to approve the Youth GPA Incentive. The behavior of the youth would also be measured and an incentive would be given for change in behavior. The incentives listed are just suggestions given to the council. We are looking at desired outcomes with the incentives suggested to achieve those outcomes. The focus is on the youth and hopefully they will increase their educational opportunities to become a successful individual in the community. This block of money is for those children whose parents who are not ever going to give them an incentive to achieve. This will allow an employment counselor to tell them I want you to succeed.

The determination of who will receive the incentives will be by the employment counselors funded under the WIA. There is an eligibility criteria (14-21) focused on guidelines for services for youth. The youth program also focuses on youth 18-22 with barriers, they are not potentially going to be successful without this program. We are still responsible for the 10 service elements for youth. Youth are served based on the prioritized system approved by this council. In the Eastern Region the counselors are providing service for 130 youth under WIA. However this incentive is not across the board for all youth but focusing especially on at risk youth. The idea is to get the youth to a place where they are employable. The question arose that we are not working with kids that are not at risk. Kelly Thornton indicated that this is just a small slice of the pie that is currently being serving. Kelly indicated that we asked the youth council to look at the incentive program, there must be a policy in place and approved by the regional council. It was suggested broadening the program to look at youth that are not at risk to assist them in learning how to work as well. The entry level jobs are where a youth learns how to work such as counting money, working at hotels, etc., this will assist the employers as not having to hire an employee who has not experience. We need to teach them all skill top work and how to handle themselves. It was suggested to have the students attend educational programs to become skilled in the usage of a cash register, making change, using a computer, restock shelves and then they would be given the

incentives. It was also suggested to give the money to the schools to teach the students these skills necessary to be successful in the workplace.

Judy Chambley indicated the WIA Act that is federally mandated of who is eligible for assistance. A way to focus on the general populations is to partnership with education to focus on specific types of skills in school. Some employers are going into the schools to tell students what they are expecting an employee will need to do. This is a great asset for the students as they can focus their education on what employers are looking for and become employable. DWS does have skill attainment performance measurements. Each program is monitored on a yearly basis for compliance.

The Carbon County Chamber and Carbon County School District recently gave a presentation on a similar program. It was called Reality Town Program that will prepare the students to prepare them and give them hands on experience. This will start next year.

**MOTION: Gary Oliver/Pam Juliano: To accept the proposed incentive program for at risk youth. Vote taken, all in favor, none opposed.**

#### **AVOIDING DISCRIMINATION IN THE WORK PLACE:**

Carolyn Parson, EEO Officer for DWS presented to the council. Each member was given a copy of the EEO Officer responsibilities. Briefly she gave a background about herself and her responsibilities. She works for the Quality Internal Audit Department focusing on EEO or discrimination issues.

Carolyn presented the members with the documentation required to be visible at all offices such as the Equal Opportunity Notices. DWS is required to provide customers with notice to work in an all inclusion environment and if a customer feels discriminated against, the DWS 09 form can be completed. It is required by law to have the equal opportunity poster in English and Spanish, it is also required that anyone who comes in contact with our agency are protected.

Basis of discrimination is different under the WIA protected classes:

\* If a person is receiving training funds under WIA, they are protected when they are on OJT's, internships, etc

\*DWS Jurisdiction: If we refer an employee to a job, we do have jurisdiction under employers who file jobs with us, approved training providers, DWS staff and against any of our state or regional council members that a person can file against. If OJT money is involved there could be sanctions. If a person is filed against and discrimination is evident then the Department of Labor could be brought in and legal action could be taken.



In terms of sanctions, if employers list their jobs with DWS if there is proof of discrimination we can sanction them from receiving support from DWS. It is the departments' hope to educate the employers as well as the job seekers on discrimination. Most filings received by DWS are misinterpretations of the law. DWS looks at providing education to the employers necessary to retain their employees. The same with partner agencies or training providers such as hiring practices; we could call the civil rights agency to come out and do a compliance review and there could be a financial sanction, etc., The form 495 may be found on the DWS Web site if a person would like to file a discrimination claim.

There have been a few DWS Staff who were filed against for discrimination. If the findings are that discrimination indeed did happen then a thorough investigation would be conducted and if found relevant disciplinary action would be taken.

### **CONSTELLATION COPPER REPORT:**

Bob Washnock, from Constellation Copper, presented an overview of the Constellation Copper Operations. The company has owned the land for 10 years and after several appeals received approval to begin mining. The product retrieved will be put into copper tubing, wiring and brass fittings. Copper usage includes lights, copper tubing, telephones connected with copper wire, TV wires, computers, electric motors of various types, etc. The average consumption in a human lifetime is 1350 lbs of copper.

The equipment that will be utilized are called haul trucks with 12 ft tall tires and 20 feet long beds. The trucks are 205 ton trucks, 500,000 lbs loaded, and cost 1.2 million each. Loaders will be used that are sixty feet long and thirty tons, which cost 2 million dollars each. The total fleet will cost around 15 million for the initial investment. The market for copper is currently \$1.46 per lb. that is extremely good. The economic impact that Lisbon Valley payrolls will have is around 8 million dollars per year. Goods and services to be purchased locally will be around twenty million and Lisbon will pay around 3 million dollars per year in property taxes.

Mr. Washnock presented the members with a drawing of the overall site of the plant and open pits. There will be four open pits and the centennial pit will be the largest mine. It will be mined in the first 5-6 years. The GTO Pit will be mined in the last couple of years of the mine.

The process begins as the Ore is blasted, mined with equipment and goes through a series of crushers. It is stacked out into the leach pad and sprinkled with 5% acid water. It is percolated down through the ore and dissolves the copper out of the rock. The copper is then sent through a solvent extraction. A chemical is used to extract the copper out of water by mixing the liquid and recovering the copper out of the reaction. Then it goes through an electro-lysis, which extracts the copper into a liquid. At this time it is stacked in 4 lb. bundles and shipped out. When the process is completed in 7 years the property will be recovered as it was found. The company is currently drilling in close areas and has found similar copper sites, which may extend the life of the mining contract. This operation

will be a mid tier production. Land involved is private, fee and government (BLM land). There will be one 8-hour shift at the beginning and as the process continues two more shifts will be added. The copper will not be exported over seas.

Skills necessary for employment include:

- \*Heavy equipment operation skills
- \*Trades such as mechanics, welders, electricians
- \*Mine managers
- \*Open pit mining experience
- \*Process plant operation
- \*Crushing operations
- \*Training plan will be developed as training individuals are hired.

The company is currently using Workforce Services website to announce jobs. Salary positions are currently being hired and then hourly employees will be hired in June or July of 05. Everything will be posted from miners to receptionist, supervisory individuals, trade skills and if found locally will be hired. Salaries will range \$12.00 to \$18.00 with health benefits. Housing will be one of the obstacles that workers hired will face as the come in the San Juan area.

#### **AWARD OF APPRECIATION:**

Tim Gwyther presented a plaque of appreciation to Lorna O'Berto on behalf of the Southeastern Regional Council. Lorna O'Berto was given the plaque in appreciation for her far-reaching and valuable service from July 1995 to December 2004. Lorna has been a great support for the success of the SE regional council. Lorna will be retiring in May and enjoying life.

#### **OTHER BUSINESS:**

None.

**MEETING ADJOURNED**